

**AGREEMENT**

**BETWEEN**

**THE CITY OF MANCHESTER, NEW HAMPSHIRE**

**AND**

**MANCHESTER ASSOCIATION OF FIRE SUPERVISORS**

**\*\*\*\*\***

**FOR THE PERIOD COVERING JULY 1, 2016 TO JUNE 30, 2017**

ARTICLE	TABLE OF CONTENTS	PAGE
1.	GENERAL.....	3
2.	RECOGNITION.....	4
3.	MANAGEMENT RIGHTS.....	5
4.	RIGHTS & DUTIES OF ASSOCIATION MEMBERSHIP.....	7
5.	DUES DEDUCTION.....	8
6.	MAINTENANCE OF MEMBERSHIP.....	9
7.	STRIKES AND LOCKOUTS PROHIBITED.....	10
8.	SENIORITY LISTS.....	11
9.	PERSONNEL REDUCTION.....	12
10.	WORK WEEK AND EXTRA DUTY DAYS.....	14
11.	SALARIES.....	15
12.	STANDBY PAY.....	17
13.	HOLIDAYS.....	19
14.	SICK LEAVE.....	20
15.	SICK LEAVE BANK.....	22
16.	SICK LEAVE INCENTIVE PROGRAM.....	27
17.	VACATION LEAVE.....	28
18.	SPECIAL LEAVE.....	30
19.	BEREAVEMENT LEAVE.....	31
20.	UNIFORM ALLOWANCE.....	33
21.	HEALTH INSURANCE.....	35
22.	SAFETY & HEALTH AND DAILY TRAVEL.....	39
23.	DISCIPLINE.....	40
24.	CORRESPONDENCE.....	41
25.	GRIEVANCE PROCEDURE.....	42
26.	SEPARABILITY.....	47
27.	LIFE INSURANCE BENEFIT.....	48
28.	INDEMNIFICATION.....	49
29.	RESIDENCY.....	50
30.	MISCELLANEOUS.....	51
31.	RETIREMENT.....	52
32.	EDUCATION INCENTIVE REIMBURSEMENT POLICY.....	53
33.	TERMINATION AND RENEWAL.....	54
34.	SEVERANCE BENEFIT.....	55
35.	MEMORANDUM OF UNDERSTANDING.....	56
36.	MEMORANDUM OF UNDERSTANDING.....	57

**AGREEMENT**  
**BETWEEN**  
**THE CITY OF MANCHESTER, N.H.**  
**AND**  
**MANCHESTER ASSOCIATION OF FIRE SUPERVISORS**

The City of Manchester, N.H. (hereinafter referred to as the "City" and the Manchester Association of Fire Supervisors (MAFS) (hereinafter referred to as the "Association") agree as follows:

**ARTICLE 1**

**GENERAL**

**1.1** The purposes of this agreement are to increase general efficiency in the Manchester Fire Department (hereinafter referred to as the "Department"), to maintain harmonious relationships between the Department and its employees and to promote the morale, welfare, rights and wellbeing of the employees of the Department. All provisions of this agreement are to be construed so as to effectuate these purposes.

**ARTICLE 2**

**RECOGNITION**

**2.1** The City hereby recognizes the Association as the exclusive representative and sole bargaining agent, for the purpose of collective negotiations, for all District Fire Chiefs, Equipment Maintenance Superintendent and the Fire Marshal excluding all other Fire Department employees and personnel.

**2.2** It is further agreed that if at any time in the future the City establishes a Centralized Garage operation which includes the maintenance and repair of Fire Department equipment the position of Equipment Maintenance Superintendent may be transferred to the Centralized Garage without grievance. The incumbent in the position at the time of such transfer shall retain his current retirement rights.

### **ARTICLE 3**

#### **MANAGEMENT RIGHTS**

**3.1** Except as otherwise specifically provided herein, the management of the Fire Department in all its phases and details shall remain vested exclusively in the Chief or his designee. The Chief or his designee shall have all jurisdiction over all matters concerning the management of the Department, including, but not limited to: the direction of the work force, the establishment of proper rules and regulations, the right to hire, promote, suspend, discipline or discharge for proper cause, relieving employees from duty for lack of work or funds, the right to decide job qualifications under the City Classification and Compensation Plan, the right to abolish positions, the right to determine schedules of work, the right to determine the methods, processes and manner of performing work and the general control of all of the operations of the Department. It is agreed that these enumeration's of management rights shall not be deemed to exclude other proper management rights not specifically herein enumerated.

**3.2** The Chief or his designee, in exercising these functions, will not discriminate against any employee because of his or her membership in the Association.

**3.3** The right of any public agency or private individual(s) or business (es), to contract for work of the nature ordinarily performed by bargaining unit members shall not be affected by this agreement.

**3.4** The Chief or his designee shall give consideration to, but shall not be bound by the recommendations of the Insurance Service Organization as to standards in determining the number and types of equipment and the personnel requirements necessary to effectively operate the Department.

3.5 The City and the Association agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, marital status, sexual orientation, sex, age or physical handicap, except where age or physical condition are bona fide qualifications for employment.

**ARTICLE 4**

**RIGHTS AND DUTIES OF ASSOCIATION MEMBERSHIP**

**4.1** The City and the Association agree that there shall be no discrimination, interference, restraint or coercion against any bargaining unit member because of membership or non-membership in the Association, or because of presenting a grievance, or against any employee who may represent others in the discharge of his/her duties as a member of any committee of the Association.

**4.2** The Association agrees for itself and its members to perform loyal and efficient work and service, and to use its best efforts to promote and advance the interest of the Department.

**4.3** The Association agrees that it will not interfere with the rights of any or all non-members employed by the Department.

**ARTICLE 5**

**DUES DEDUCTION**

**5.1** Upon individually written authorization by the bargaining unit member and approved by the Association President, the City agrees to deduct from the pay of each Association member so authorized the current Association dues, as certified to the City by the Treasurer of the Association, and deliver the same to the Association Treasurer. Dues payments shall be transmitted weekly to the Association's depository, provided such weekly transmittal is approved by the Finance Director and does not incur a substantial increase in the City's costs of processing such payments. Said deduction shall be made weekly. However, if a member has no check coming to him/her or the check is not large enough to satisfy the assignments, then and in that event no collection will be made from said member for that week.

**ARTICLE 6**

**MAINTENANCE OF MEMBERSHIP**

**6.1** Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Association and each employee who becomes a member of the bargaining unit and the Association after that date shall continue his/her membership in the Association during the duration of this Agreement; provided, however, that an employee may at his/her discretion, and in writing, withdraw his/her membership from the Association within twenty (20) calendar days prior to the anniversary date thereafter.

**ARTICLE 7**

**STRIKES AND LOCKOUTS PROHIBITED**

**7.1** Under no circumstances will the Association cause, encourage, sponsor or participate in any strike, sit-down, stay-in, stay-out, sick-in, sick-out, work slowdowns, picketing or patrolling of any kind, multiple resignations, withholding of services or any curtailment of work or restriction or interference with the operations of the Department or the City of Manchester during the term of this agreement. In the event of any such activity, neither the Chief or his designee nor the City shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

**7.2** Should any employee or group of employees covered by this agreement engage in any activity prohibited by Section 7.1 above, the Association shall forthwith disavow any such activity and shall take all reasonable means to induce such employee or group of employees to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Association's Constitution and By-Laws as from time to time amended.

## **ARTICLE 8**

### **SENIORITY**

**8.1** The Chief or his designee shall establish a Seniority List of all Department employees in the bargaining unit, and it shall be brought up to date by January 5th of each year and immediately posted thereafter on the Central Fire Station bulletin board for a period of not less than thirty (30) days, and a copy of the same mailed to the Association Secretary. Any objection to the Seniority List as posted shall be reported to the Department within fifteen (15) days from the date said list is posted, or it will stand approved.

**8.2** Seniority for the purposes of this Agreement shall be based upon the employee's time in grade throughout the bargaining unit.

**8.3** Whenever two (2) District Fire Chiefs are working on the same shift, the most junior in rank may be assigned on a daily basis to fill a vacant line officer's position, in order to keep the company in service, or to fill a vacant staff officer's position, i.e., labor grade 22 or above. District Chiefs so assigned will be paid on a plus rate basis in accordance with City Ordinance 18-56, when applicable, provided, however, they will be eligible for payment on a daily basis.

In the event that a District Chief scheduled for duty is not available for any reason for a week or more, the Fire Chief or his designee shall have the right to assign said District Chief's duties as he sees fit; however, if assigned, the duties must be assigned to an officer of at least a pay grade 25 or above.

**ARTICLE 9**

**PERSONNEL REDUCTION**

**9.1** If the City decides to reduce the Department personnel covered by this Agreement, the employee with the least seniority in the bargaining unit shall be laid off first and rehired in the inverse order of layoff. No new bargaining unit members shall be hired until all employees who have been laid off for twenty-six (26) months or less have been given an opportunity to return to work.

**9.2** Employees who are laid off shall have recall rights in the inverse order of the layoff; that is, the last person laid off shall have first right to recall if he/she has the qualifications for the job to be performed.

Employees shall have recall rights for a period of twenty-six (26) months from the date laid off.

Employees who are laid off shall be responsible for notifying the Personnel Department of any change of address.

**9.3** When a vacancy in the bargaining unit occurs from which the employee was laid off, then he/she shall be notified by certified mail at his/her last known address to contact the Department. The employee shall have twenty-one (21) calendar days from the date of notification to be available to return to work.

If the employee does not reply to the notification within twenty-one (21) calendar days then such employee's name shall be removed from the recall list and no further consideration shall be given to the recall of said employee. If the employee contacts the Department within the twenty-one (21) calendar days but is not able to report to work, due to health, physical or other sound reasons then such employee shall be passed over

for the immediate recall, but shall remain on the list for future recall within the agreed to 26 month period.

**9.4** During the time an employee is laid off he/she shall retain seniority rights but shall not accrue any benefits during the time of layoff. Such retention of seniority rights shall not extend beyond 26 months from the date the employee was laid off.

**ARTICLE 10**

**WORK WEEK, OVERTIME AND EXTRA DUTY DAYS**

**10.1** The work schedule shall be a 24 hour on 72 hour off shift system which shall be the same as the schedule for the line firefighters as specified in the Local #856 IAFF collective bargaining agreement or any amendment or memorandum of understanding pertaining to such work schedule.

In addition, the Fire Chief or his designee shall retain the right to assign a different schedule to District Chiefs assigned to a shift, for special projects to meet the Department's training needs or to meet extraordinary circumstances not created by the Department. Additional assignments for other special projects may be made upon mutual agreement of the parties.

The work week for the Equipment Maintenance Superintendent shall be forty (40) hours per week, as in the past. This work week will be further defined as Monday thru Friday from 07:00 Hours until 15:30 Hours. This schedule may be modified to meet the operational objectives of the Central Fleet Manager with the approval of the Chief of the Department.

**10.2** Payment for Shift Coverage

Employees in the bargaining unit who work additional hours to cover a shift for another employee shall be compensated by the payment of one and one-half (1½) times their regular hourly rate for hours actually worked.

**10.3** The Equipment Maintenance Superintendent shall be paid at the rate of time and one-half the regular hourly rate for hours actually worked in excess of the regular work schedule.

## ARTICLE 11

### SALARIES

**11.1** Effective July 1, 2017 the salary schedule shall increase by one (1%) percent.

**11.2** Advancement Within The Pay Scale. Employees shall be advanced to the higher rates within the range as recommended by the Fire Chief and approved by the Human Resources Director, based on the manner of job performance and length of service. Such advancement shall be made yearly until the employee has reached the maximum base rate of the class grade for the position.

**11.3** Longevity Rates. In addition to base pay, the City will provide longevity pay in accordance with the following schedule:

1. After five (5) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
2. After ten (10) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
3. After fifteen (15) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
4. After twenty (20) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
5. After twenty-five (25) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;
6. After thirty (30) years continuous employment, an additional three percent (3%) shall be added to the employee's base pay;

7. After thirty-five (35) years continuous employment, an additional three percent (3 %) shall be added to the employee's base pay.

When an employee has reached the years of service milestone in the above schedule, such employee shall be granted an additional pay step within the pay grade to which the employee's class has been assigned. The years of service milestone is the anniversary date of the employee's date of hire with the City. An employee who has reached the maximum step in the pay grade to which the employee's class has been assigned shall be entitled to the above longevity adjustments in base pay.

**11.4** Employees in the bargaining unit shall be subject to the employee performance evaluation program as adopted by the City.

**11.5** Outstanding performance evaluation bonus payments will cease, effective on date of ratification.

**11.6** **A-Steps** The parties agree as to the qualifications for the so called Yager/Decker A-Steps as set forth in a memorandum from the Manchester Fire Department Training Division dated March 4, 1999.

All members of the bargaining unit shall be eligible for an A-Step by achieving a bachelors' degree in any field of study.

**11.7** In the event that another Affiliated or Non-Affiliated group agrees to any COLA increase the Local can enhance this Article with that language at the Locals discretion.

**ARTICLE 12**

**STANDBY AND CALLBACK PAY**

**12.1** Standby pay for the Equipment Maintenance Superintendent shall be \$85.00 per week; effective July 1, 2003, \$135.00 per week\*, for a full seven (7) calendar days of standby, in accordance with the policies now in effect and in accordance with the following schedule:

(a) All Standby pay shall be compensated effective July 1, 2003, \$5.0625 per hour as defined below.

(b) Two and one third (2 1/3) hours of standby pay for Monday, Tuesday, Wednesday and Thursday.

(c) Three and one third (3 1/3) hours of standby pay for Friday.

(d) Seven (7) hours of standby pay for Saturday, Sunday or Holiday day.

(e) Compensate employees at three and one third (3 1/3) hours of standby pay for Monday, Tuesday, Wednesday, or Thursday if such day precedes a Holiday.

**12.2** Payment of time and one half for callback shall not be affected by hours worked in a week.

**12.3** Effective July 1, 2015 or the date of ratification of this Agreement, whichever occurs later, bargaining unit members who are called back to duty shall be paid for a minimum of three (3) at the rate of time and one-half their regular hourly rate.

**12.4** Any member of the bargaining unit on standby who is called in shall be paid a minimum of three (3) hours at the rate of time and one-half their regular hourly rate.

In the event the City agrees to a payment for Standby and Callback Pay, with the Manchester Professional Firefighters Association, Local 856, IAFF the

Equipment Maintenance Superintendent shall receive the greater amount on the same effective date as it applies to Local 856.

## **ARTICLE 13**

### **HOLIDAYS**

**13.1** Compensation for Holidays shall be paid as provided below. In addition, whenever additional days are proclaimed as Holidays for municipal employees by the Board of Mayor and Aldermen, employees in the bargaining unit shall be paid for such holidays.

**13.2** Holiday pay for each holiday shall be computed at one-fifth (1/5) of a normal week's pay. Effective July 1, 2010, holiday pay for each holiday shall be computed at one-fourth (1/4) of a normal week's pay. The holidays are New Year's day, Civil Rights Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Biennial Election Day, Veterans' Day, Thanksgiving Day and Christmas Day.

The Equipment Maintenance Superintendent shall have the day off with pay.

**13.3** An employee in the bargaining unit shall forfeit his right to payment for any holiday if he has an unexcused absence on the last regular work day preceding such holiday or on the next regular work day following such holiday.

**ARTICLE 14**

**SICK LEAVE**

**14.1** All employees in the bargaining unit are entitled to sick leave credit at the rate of one and one-quarter (1 1/4) working days with pay for each completed month of service.

New employees hired into the bargaining unit after July 20, 2004, or the ratification date of this Agreement, whichever comes sooner, shall be entitled to paid sick leave which shall accrue at the rate of one-half (1/2) work day for each completed month of service. Accrual shall include the probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period.

**14.2** Sick leave credit may be accumulated up to a maximum of one hundred twenty (120) days.

For new employees hired into the bargaining unit after July 1, 2010, or the ratification date of this Agreement, whichever comes sooner, unused sick leave may be accumulated up to a maximum of sixty (60) work days.

**14.3** Each permanent employee within the Bargaining Unit shall receive a lump sum payment for unused accumulated sick leave upon said employee's retirement, under a paid retirement plan or who dies while employed by the City. Such payment for accrued sick leave shall not exceed eighty (80) days regular pay. Effective upon the date of ratification of this Agreement, such payment for accrued sick leave shall not exceed eighty (80) days regular pay plus pay of one-quarter of the balance of the days accrued

**14.4** over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay.

New employees hired into the bargaining unit after July 1, 2010, or the ratification date of this Agreement, whichever comes sooner, shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed forty (40) days.

**14.4** The Department light duty system shall not be applied in an arbitrary or capricious manner.

**14.5** All applicable leave taken under this Agreement shall be subject to the City's Family and Medical Leave Act (FMLA) policy, as amended from time to time.

**14.6** Any employee eligible for sick leave with pay may use such sick leave, upon approval of his department or office head, for absence due to his or her illness or injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave has been approved or for the exposure to contagious disease. An employee on sick leave shall inform his immediate supervisor of the fact and the reason therefore as soon as possible and failure to do so within a reasonable time may be cause for denial of pay for the period of absence. The department head shall require a doctor's certificate before approving sick leave with pay for a period or periods of more than three work days. The Department reserves the right to send an employee at the City's cost to the City's doctor in cases of suspected sick leave abuse.

**ARTICLE 15**

**SICK LEAVE BANK**

**15.1** The Sick Leave Bank which became effective January 1, 1976 and as amended January 1, 1977, shall continue in effect during the term of this agreement. All Rules and Regulations adopted to administer the Sick Leave Bank shall continue in effect during the term of this agreement, provided, however, such Rules and Regulations may be amended from time to time as mutually agreed upon by the signators to this agreement.

**15.2** The following Rules and Regulations, in effect as of the signing of this agreement, are hereby incorporated:

A voluntary Sick Leave Bank, to cover Fire Department Personnel in the event of long-termed disability due to illness or non-service connected injury, is hereby established. The operation of such Sick Leave Bank shall be subject to the rules and guidelines set forth in this Article.

The purpose of the Sick Leave Bank is to provide relief to employees who suffer long-term illness or injuries, which are non-job-connected. It is established to provide additional paid benefit days beyond the employee's accrued days when an employee has exhausted his/her accrued sick leave and continues disabled for an additional thirty days. For example, it is not established to provide relief for one or two days beyond the employee's accrued sick leave.

**SECTION 1 ADMINISTRATION**

The Sick Leave Bank shall be administered by five (5) members of the department, two to be appointed by the Union President, one by the District Fire Chiefs and two by the

Fire Commission and shall hereinafter be called the Administrative Committee or the Committee. Committee members shall be appointed in the following manner: One for one year; one for two years; and one for three years and upon expiration of each of these terms, one member shall be appointed each year to serve a term of three years. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments and shall be for the entire remaining term so filled.

The original appointee of the Fire Commission shall be for a one-year term and subsequent appointments shall be for three-year terms.

The Committee shall select one of its members as Chairman, by a majority vote, at the first meeting in January of each year, who shall serve a one-year term.

The Committee shall meet upon the second Wednesday of each month. Two members present shall constitute a quorum and a majority of those members present and voting shall decide all questions. Members who are absent for either three (3) consecutive meetings or any six (6) meetings in any 12 months period shall be automatically terminated from the Committee and their terms declared vacant.

## **SECTION 2 MEMBERSHIP**

Each member of the Manchester Fire Department desiring to be covered by the Sick Leave Bank agrees to donate one (1) day per year from his/her accumulated number of sick leave days and an adjustment of minus one (1) day shall be made on all records showing the applicant's accumulated sick leave days upon his/her acceptance as a member of the bank and for each day donated thereafter. Application for membership shall be made on a form provided by the Committee. Membership by all employees will be subject to the following restrictions:

(a) Probationary employees will be admitted to membership providing they shall have fulfilled the requirements set forth in Article 15, Section 1, of this Agreement.

(b) Full-time employees having less than 30% of their accumulated sick leave days limit as of the date of their application shall be limited in the extent of their participation in the bank. Members who fall below the 30% restriction during the period of membership, except for long periods of illness or injury, shall be placed in the limited category. Full-time employees, except those with less than one year of service with the department, shall have not less than 15 days of accrued sick leave as of the date of their application for membership. An employee whose sick leave balance falls below 15 days of accrual due to recent illness or injury may be admitted at the discretion of the Committee.

Employees whose sick leave falls below 15 days after they are admitted to the Sick Leave Bank, where the usage of sick leave was not the result of extended illness or injury, shall have their membership status reviewed by the Committee. The Committee may temporarily suspend the employee from membership in the Bank if it deems such action to be in the best interest of the Bank.

Employees who have less than one year of service may be admitted to the Bank upon the majority vote of the Committee after a review is made of their status with the Department. Upon admission to membership the conditions stated in the preceding paragraphs will apply.

Computations for determining the 30% limit, referred to above, shall be based on 60 days accumulation or by multiplying .125 times (x) the number of months service if less than 48 months, whichever shall apply. This restriction shall be removed as soon as

the employee's accumulated sick leave days shall exceed 30% of his limit. Exceptions from this restriction may be made for good cause by the Committee with the concurrence of the Board of Fire Commissioners or the Chief of Department.

### **SECTION 3 BENEFITS**

A member shall become eligible to request extended sick leave benefits from the Bank for an incapacitating illness or non-service connected injury, provided he/she exhausted all his/her accrued sick leave and his/her incapacitation extends at least 15 consecutive calendar days beyond the exhaustion of his/her sick leave accrual or at the discretion of the Administrative Committee. Upon presentation of satisfactory medical evidence of illness or injury to the Administrative Committee, the Committee may approve sick leave benefit days from the Bank to be granted to the member. Such sick leave benefit days may be made retroactive to the first work day after exhaustion of his/her accrued sick leave credits.

### **SECTION 4 BANK STABILITY AND LIMITATIONS**

All employees who shall become members of the Sick Leave Bank shall continue in the Bank until December 31st of the current calendar year and automatically for each calendar year thereafter unless the employee shall withdraw from membership prior to December 31st of any calendar year. Withdrawal shall be in writing, duly signed and dated, and submitted to the Administrative Committee prior to December 31st. No benefits shall accrue to the withdrawn member thereafter and any sick leave days previously donated to the Bank shall remain in the Bank to be disbursed by the Committee.

The number of benefit days in the Bank shall not exceed 800 benefit days on December 31st of any calendar year. All excessive days shall be discarded. In the event the Bank is terminated, all sick leave benefit days remaining in the Bank shall be null and void.

#### **SECTION 5 ADMINISTRATIVE OVERSIGHT**

In the event the Board of Fire Commissioners or the Chief of Department questions a recipient's eligibility to receive benefits from the Bank, the Board of Fire Commissioners or the Chief may require of the Administrative Committee and the employee proof of such eligibility as well as a physician's certified report of the disabling illness or injury of the recipient.

#### **SECTION 6 EFFECTIVE DATE**

The provisions of this Article shall be effective January, 1976 and shall be attached to and made a part of this Agreement.

This Article or any Section thereof, may not be amended except through the collective bargaining process or mutual agreement of the parties concerned by law in that process.

**15.3** In calendar year 1993 members of the Sick Leave Bank may voluntarily donate one additional day of their accrued sick leave credits to the Sick Leave Bank if the balance in the Sick Leave Bank falls below 150 days. Such voluntary donation of an additional day over and above the provisions of 15.2, Section 2, **ADMINISTRATION**, shall be made in writing on a form to be provided by the Association. It is agreed and understood the provisions of this section shall apply once only during calendar year 1993.

**ARTICLE 16**

**SICK LEAVE INCENTIVE PROGRAM**

**16.1** Employees included in the Bargaining Unit who use no (0) units (or days in the case of employees who are not on the 24/72 schedule) of paid sick leave during the calendar year shall be granted five (5) days of Personal Leave. Employees who use one (1) unit (or day) shall be granted four (4) days of Personal Leave. Employees who use two (2) units (or days) shall be granted three (3) days. Employees who use three (3) units (or days) shall be granted two (2) days. Employees who use four (4) units (or days) shall be granted one (1) day. Such Personal Leave shall be by payment of one-fifth (1/5) of a week's pay for each day.

**16.2** If an employee uses more than 4 units (or days) paid sick leave days in a calendar year he/she will not receive any Personal Leave pay.

**16.3** For the purposes of this article, the sick leave days counted are the units or days actually absent from duty, not counting job connected injury or sickness.

**ARTICLE 17**

**VACATION LEAVE**

**17.1** Vacation leave policy for employees in the bargaining unit shall be as follows:

- (a) Two (2) calendar weeks after completion of one (1) year of continuous service.
- (b) Three (3) calendar weeks after completion of seven (7) years of continuous service.
- (c) Four (4) calendar weeks after the completion of fifteen (15) years of continuous service.
- (d) Six (6) calendar weeks after the completion of twenty (20) years of continuous service.

**17.2** Selection of vacation periods shall be by department seniority; provided, however, that no vacation period shall extend beyond two (2) weeks until every eligible member of the bargaining unit shall have had an opportunity to have a two (2) week vacation, except at the discretion and approval of the Fire Chief. Only one member of the bargaining unit shall be allowed to take vacation at a time.

**17.3** Upon termination of employment with the Department of a permanent employee, said employee shall receive a lump sum payment for unused accumulated vacation leave. Said payment to be computed by multiplying the number of unused accumulated vacation leave days times one-fifth (1/5) of said employee's normal week's pay. The maximum vacation leave which may be accumulated for the purpose of determining the lump sum payment upon termination is fifty (50) days.

**17.4** All vacation lists shall be posted by November 15 of each contract year.

**17.5** Beginning January 1, 1993 vacation weeks shall begin at 0800 hours on Monday of the vacation week and continue to 0800 hours the following Monday.

**17.6** No employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time. In any event the maximum number of vacation days that an employee may have to his or her credit at any time is sixty (60).

**17.7** Effective July 1, 2015 bargaining unit members may take vacation on a daily basis, in the sole discretion of the Chief or his designee, whose decision will not be subject to the grievance procedure

**17.8** Vacation Buyback. Members may request and shall receive a buyback of their vacation time at straight time in blocks of one week up to a maximum of 3 weeks per fiscal year.

**ARTICLE 18**

**SPECIAL LEAVE**

**18.1** Leave from duty with full appropriate pay shall be granted to members of the Association's Negotiating Committee, not to exceed three (3) such members, who attend meetings between the Chief or his designee and the Association for the purpose of negotiating the terms of a contract, provided the employee was scheduled for duty at a time simultaneous to attendance at such meeting. Appropriate members of the Association, not to exceed one (1) such member, shall be granted leave from duty with full pay to attend meetings between the Chief or his designee and the Association for the purpose of processing grievances, provided said member was scheduled for duty at a time simultaneous to attendance at such a meeting. The city further agrees to grant four (4) units off to the President of the Association to conduct union business per calendar year provided the President provides the request at least one week in advance.

**ARTICLE 19**

**BEREAVEMENT LEAVE**

**19.1** A permanent full-time employee who works an average forty-two (42) hour regular work schedule, shall be excused from work for not more than four (4) scheduled or consecutive shifts not to exceed four (4) consecutive days with pay between the date of death and the date of the funeral, inclusive, because of death in the immediate family, as defined below, and shall be paid his/her regular rate of pay for the scheduled working hours missed. It is intended that this time off be used for the purpose of handling necessary arrangements and attendance at the funeral.

A permanent full-time member of this bargaining unit who works a five (5) day schedule, shall be excused from work for not more than five (5) scheduled or consecutive shifts not to exceed five (5) consecutive days with pay between the date of death and the date of the funeral, inclusive, because of death in the immediate family, as defined below and shall be paid his/her regular rate of pay for the scheduled working hours missed. It is intended that this time off be used for the purpose of handling necessary arrangements and attendance at the funeral. No employee shall be required to report to any shift on the day of the funeral of an immediate family member occurs. This paragraph does not add any additional days with pay not otherwise provided for by the paragraph above.

Immediate family is hereby defined to mean spouse, father, mother, father-in-law, mother-in-law, brother, sister, child, son-in-law, daughter-in-law, or a blood relative or ward residing in the same household.

**19.2** Under extenuating circumstances, two (2) additional days with pay, for the purposes of bereavement leave on the death of an immediate family member as defined in

19.1, may be granted with the written approval of the Department Head, or his/her designee, provided such days are to be charged to the employee's accrued sick leave.

**19.3** In the event of a funeral which occurs during a shift, or in the event that travel to or from a funeral is necessary during a shift, when an employee is scheduled to work the shift, the employee shall be excluded from work for the one shift, if the funeral is for one of the following: sister-in-law, brother-in-law, grandmother, grandfather, grandchild, uncle or aunt.

**19.4** Bereavement leave shall be paid on straight time.

**ARTICLE 20**

**UNIFORM ALLOWANCES**

**20.1** The budget of the Department each year shall have an account known as "Uniform Allowance". Each permanent employee of the bargaining unit shall be provided uniforms or a uniform allowance.

**20.2** **PRO-RATA PAYMENT OF ANNUAL UNIFORM ALLOWANCES**

Effective July 1, 2010, or the date of ratification, an annual uniform allowance of \$800.00 shall be payable in semi-annual payments, each consisting of 50% of the annual amount. These payments will be made on or about January 15 and July 15.

**20.3** In the event a member of the bargaining unit retires prior to completing a complete calendar year the uniform allowance shall be pro-rated at the rate of 1/12 the annual amount times the number of completed months of active service during the calendar year.

If a member of the bargaining unit is absent for a complete six month semi-annual period for reasons other than duty disability, he/she shall not receive the semi-annual uniform allowance for that period.

**20.4** The Department shall furnish "Turnout" gear to members of the bargaining unit on an "as needed" basis, to be determined by the Department. Such Turnout gear includes coats, helmets, day boots and gloves and, if required by the Department, night boots and night hitches. Where such gear is provided, employees in the bargaining unit shall be required to wear it in accordance with the Department's SOP.

**20.5** Turnout gear for bargaining unit members shall meet NFPA standards.

**ARTICLE 21**

**HEALTH INSURANCE**

**21.1** Bargaining Unit Members may enroll in Blue Choice New England POS Plan or in Access Blue New England Plan

**22.2** Effective July 1, 2012, bargaining unit members will have the option to enroll in the Blue Choice New England POS Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two person or family premium or in the Access Blue New England Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two person or family premium.

Effective July 1, 2013, the City will Pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.

*The following co-pays will apply to both the Blue Choice New England POS Plan and the Access Blue New England Plan:*

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)

- Mail order prescriptions (three month supply) - \$20/\$60/\$100 (Generic, Preferred, Premium)

*Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The Blue Choice New England Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.*

*The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. For Bargaining unit members availing themselves of this option the City shall pay 80% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.*

**21.3** It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers or become self-insured, provided the benefits to participants are not decreased and the costs to participants are not increased above the amounts referenced in Section 21.1 and further that the New Hampshire Retirement System must accept the new policy for retired members.

**21.4** The City shall also pay to a member of the Association injured in the performance of his/her duty the difference between his/her regular pay at the time of injury and the amount of Worker's Compensation benefits to which he/she is entitled, said payments to be in accordance with all applicable State statutes and City Ordinances. In the event any such State statutes and/or City Ordinances are amended so as to eliminate such payments, such payments shall cease as of the effective date of any such amendment(s).

Any Bargaining Unit member who receives sick leave benefits pending a determination of workers compensation eligibility shall, upon determination that the Bargaining Unit member is eligible for workers compensation benefits, shall repay to the City all sick leave benefits the employee has received.

**21.5** Effective upon the date of ratification of this agreement the City may offer Health Maintenance Organization options to members of the bargaining unit on a voluntary basis. Such options shall include Matthew Thornton and any others, which are mutually agreed to by the City and the Union.

**21.6** Bargaining unit members who enroll in the Northeast Delta Dental Plan Coverage C, will have eighty-five percent (85%) of the premium paid by the City. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to one thousand five hundred dollars (\$1,500.00). Also effective on July 1, 2003, all employees shall be required to pay the employees' share of the dental insurance plans.

**21.7** Effective July 1, 2010, all employees shall be required to pay the employee's share of the health and dental insurance premiums as specified in the collective bargaining agreement. The terms under which the City/School District paid the entire

premium on both the wife and husband who are employed by the City or School District shall lapse.

**21.8** The provisions of this Article (21) which have been changed will lapse on June 30, 2004 if any other union, if any other union, with an agreement that expired on June 30, 2002 and which participated in the collaborative bargaining, receives health/dental benefit changes which are better than the changes contained in this agreement. In such case, such better benefit changes will apply to the MAFS bargaining unit members under the same terms and conditions effective July 1, 2004 and they will continue until different benefits are negotiated and agreed upon.

**21.9** To a bargaining unit member who elects not to receive coverage under any City/School District health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment.

**ARTICLE 22**

**SAFETY & HEALTH COMMITTEE**

**22.1 SAFETY COMMITTEE**

There shall be established in the Fire Department a Safety Committee which shall be advisory only, said Committee to be composed of an equal number of members of the management of the Department, the Firefighters Association and one (1) member of the Manchester Association of Fire Supervisors. The Safety Committee shall meet not less than once every thirty (30) days. The Committee shall review safety and health problems, suggestions and recommendations from all sectors of the Department and shall make proposals for eliminating hazardous conditions in the Department, provided, however, that the provisions of this Article shall not impair the Board's right to formulate and put into effect any rules and/or regulations which it, in its sole discretion, deems necessary or desirable concerning the protection of life and property, safety, health and sanitation.

**22.2** The Union agrees to participate in any annual physical examination and/or health and wellness program agreed upon by the City and the Manchester Professional Firefighters Association, Local 856, IAFF.

**ARTICLE 23**

**DISCIPLINE**

**23.1** Discipline of permanent bargaining unit employees is generally to be corrective and of progressive severity and action will normally be taken in the following manner:

**STEP 1:** A verbal warning or reprimand, explaining the problem and what corrective action is required.

**STEP 2:** A continuation of the problem may result in a written warning indicating the reason for the reprimand and the action to be taken to avoid the problem in the future. A copy of the reprimand will be placed in the employee's personnel file.

**STEP 3:** If there are continued infractions of the same nature or no improvement in the employee's performance, additional written reprimands may be given or the employee may be suspended for one to five days without pay.

**STEP 4:** Continued infractions may result in suspension without pay in excess of five days or termination of employment. An employee may be given a written warning, be suspended, demoted or discharged if the misconduct is of such a serious nature that there is sufficient cause for such initial action, even though there have been no prior warnings or written reprimands.

**23.2** Any permanent employee who is in the bargaining unit who is demoted in rank or dismissed shall be notified in writing of the reasons for such demotion or dismissal.

**ARTICLE 24**

**CORRESPONDENCE**

**24.1** It is agreed the Fire Chief or his/her designee will acknowledge in writing letters from the Association President or his/her designee pertaining to matters concerning the disciplining of bargaining unit members, grievances within the bargaining unit or questions on the interpretation and administration of this Agreement, such acknowledgment to be made within twenty (20) days of the receipt of such letters.

**24.2** Three representatives of the Association shall meet with the Chief, or his/her designee, once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this agreement. A written agenda shall be submitted by the Association to the Chief no less than five days before the scheduled meeting. At the discretion of the Chief, or his/her designee, additional matters for discussion may be placed on the agenda. Nothing contained herein shall prevent the Chief, or his/her designee, and the Association from meeting on a less frequent basis on mutual agreement.

**24.3** Nothing contained herein shall prevent the Association from consulting with the Chief or his/her designee at any time, if matters of mutual concern arise of an urgent or emergency nature.

**ARTICLE 25**

**GRIEVANCE PROCEDURE**

**25.1** For the purpose of this contract, a grievance is defined as a written dispute, claim or complaint which is filed and signed by either an employee in the Bargaining Unit, the Association or the Chief or his designee and which arises under and during the term of this agreement. Grievances are limited to matters of interpretation or application of Articles contained in this Agreement. An employee in the bargaining unit, the Association or the Chief or his designee shall have the right to initiate a grievance in accordance with the provisions of this Article.

**25.2** Whenever an employee in the bargaining unit has a grievance as defined above, the following procedure shall be utilized or such grievance shall be deemed waived.

(a) The employee involved shall file the grievance in writing with the Association President within fifteen (15) calendar days from the date of the event which gives rise to the alleged grievance or within fifteen (15) calendar days from the date the employee knew or should have known, with reasonable diligence, of the event which gives rise to the alleged grievance. The Association President shall then submit the grievance to the Association Grievance Committee for discussion within seven (7) calendar days after the grievance is presented to him/her.

(b) The grievant or the Association must, if wishing to process the grievance, file said grievance with the Chief Engineer within ten (10) calendar days after said grievance was filed with the Association Grievance Committee. The grievance shall be submitted in writing, listing the Article(s) and Section(s) violated, the specific facts associated with

the grievance and the remedy desired. Within ten (10) calendar days following receipt of the grievance, the Chief Engineer or his/her designee shall either issue a written decision or schedule a hearing. Said hearing shall be held no later than fifteen (15) calendar days following receipt of the grievance and a written decision shall be issued with five (5) calendar days after the hearing. If a hearing is scheduled, the Association and the grievant shall attend at the Chief Engineer's or his/her designees discretion.

(c) If the grievant is not satisfied with the decision of the Chief Engineer, or if no decision is rendered within the time limits contained in 25.2(b) above, the grievant or the Association may file said grievance with the Pre-Arbitration Board within ten (10) calendar days after the time limits cited above. The Pre-Arbitration Board comprised of a representative of the Association, the Department and the City's Chief Negotiator will act upon the grievance within fifteen (15) calendar days after the grievance was filed with the Pre-Arbitration Board. The grievant must attend the Pre-Arbitration Board meeting.

**25.3** Whenever the Association has a grievance as defined above, the following procedure shall be utilized or such grievance shall be deemed waived.

(a) The Association shall file the grievance in writing with the Chief Engineer within thirty (30) calendar days from the date of the event which gives rise to the alleged grievance. Within ten (10) calendar days the Chief Engineer shall issue a decision or schedule a hearing as provided in 25.2(b).

(b) If the Association is not satisfied with the decision of the Chief Engineer or if no decision has been rendered within twenty (20) calendar days after filing with said Chief Engineer, the Association may file said grievance with the Pre-Arbitration Board in accordance with Section 25.2(c).

**25.4** Any mutually satisfactory disposition reached as a result of action taken in Sections 25.2 or 25.3 shall be final and binding upon the parties as to the matter in dispute; and the City, the Association and the grievant shall thereafter comply in all respects with the result of such disposition.

**25.5** If said grievance is not reported and/or processed within the time limits set forth in Sections 25.2 or 25.3 above, the matter shall be dismissed and no further action shall be taken with respect to such grievance.

**25.6** Should any grievance arise which cannot be settled within the scope of the foregoing sections of this Article, either the Chief or his designee or the Association may submit such grievance to arbitration as follows:

(a) If the aggrieved employee is not satisfied with the disposition of his/her grievance as the result of the action of the Pre-arbitration Board or if no decision has been rendered within ten (10) calendar days after the Pre-arbitration board meeting, the aggrieved employee may request in writing, within fifteen (15) calendar days from the date of the Pre-arbitration board meeting, to the Association that the Association submit his/her grievance to the New Hampshire Public Employee Labor Relations Board in accordance with its rules and regulations. If the Association determines that the grievance is meritorious and that submitting it to arbitration is in the best interest of the Department, it may submit the grievance in writing to the P.E.L.R.B. within fourteen (14) calendar days after receipt of the written request by the aggrieved employee. If the aggrieved employee fails to submit such written request for arbitration to the Association within the said fifteen (15) days after the Pre-arbitration Board meeting or the Association fails to submit said grievance to the P.E.L.R.B. within

said fourteen (14) days after receipt of the written request from the employee, the grievance shall be deemed abandoned and no further action shall be taken with respect to such grievance.

(b) If the Association is not satisfied with the disposition of the grievance as the result of the Pre-arbitration board meeting or if no decision has been rendered within ten (10) calendar days after the Pre-arbitration meeting, the Association may submit in writing a request to the P.E.L.R.B. to appoint an arbitrator to resolve said grievance in accordance with the rules and regulations within fourteen (14) days after the Pre-arbitration meeting. If the Association fails to submit such written request for the appointment of an arbitrator to the P.E.L.R.B. within said fourteen (14) days, the grievance shall be deemed abandoned and no further action shall be taken with respect to such grievance.

(c) The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement. His/her decision shall not go beyond what is necessary for the interpretation and application of express provisions of this Agreement. The arbitrator shall not substitute his/her judgment for that of the parties in the exercise of rights granted or retained by this agreement.

(d) The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

(e) The expenses of the arbitrator shall be borne equally by the parties. Each party shall make arrangements for, and pay the expenses of witnesses who are called by them.

**25.7** Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department, and having the grievance adjusted without the intervention of the Association provided the adjustment is not inconsistent with the terms of this agreement and that the Association has been given the opportunity to be present at such adjustment and to state its views.

**25.8** The above times may be extended or by-passed by mutual written agreement of the parties.

**25.9** A grievant and one Association representative shall be allowed up to one hour off (without loss of pay) during duty hours to process grievances through each step of the grievance procedure. Additional time may be granted if mutually agreed to by the parties.

**ARTICLE 26**

**SEPARABILITY**

**26.1** If any provision of this agreement or any application of the agreement to any employee or group of employees is found contrary to law, then such provision or application will not be deemed valid and subsisting, except to the extent permitted by law, provided, however, that all other provisions of this agreement and applications thereof will continue in full force and effect.

**ARTICLE 27**

**LIFE INSURANCE BENEFIT**

**27.1** Effective July 1, 2010, or date of ratification, whichever is later, the City will provide for a Life Insurance Fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed fifty thousand (\$50,000.00) dollars, to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or who dies within sixty (60) calendar days after retirement or resignation for health reasons. The city reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

**27.2** Provided, however, that the City reserves the right to provide the insurance benefits agreed to in 27.1 by contracting with a private insurance carrier. The City may, at its sole option, exercise this right except that if it does so it must contract with the private insurance carrier for a covenant that the private carrier must allow retired employees to convert the coverage provided for herein, at their sole expense upon retirement, and provided that the private insurance contract shall not increase the City's cost above that required by Section 27.1.

**ARTICLE 28**

**INDEMNIFICATION**

**28.1** The City of Manchester currently purchases liability insurance, which includes coverage of Liability of Public Officials and employees for actions taken as part of their official duties while employed by the City.

Furthermore, on the 25th of November, 1975, the Board of Mayor and Aldermen acted under the provisions of RSA 31:105 by voting to indemnify and hold harmless for loss or damage any person employed by the City while acting in their official capacity. Such action by the Board of Mayor and Aldermen protects the Officials and employees of the City for the deductible amount of liability insurance.

Employees of the City within the bargaining unit are covered under the Liability Insurance and the Indemnification for the deductible amount of the liability coverage, which are currently in effect. Liability insurance coverage and indemnification for the deductible amount of the liability coverage shall be maintained for bargaining unit members under the same terms and conditions as for other employees of the City.

**ARTICLE 29**

**RESIDENCY**

**29.1** All members of the bargaining unit shall be required to reside within a fifteen (15) mile radius of the City limits of Manchester, New Hampshire; provided, however, that any member of the bargaining unit who resided outside the fifteen-mile limit as of the date of ratification of this Agreement shall be allowed to continue such residency outside the City limits.

**ARTICLE 30**

**MISCELLANEOUS**

**30.1** An annual payment of two hundred dollars (\$200.00) shall be paid to the Equipment Maintenance Superintendent in lieu of tool insurance and the City will not be liable for any losses.

**30.2** Employee Assistance Program. Employees who are members of the bargaining unit shall be entitled to the benefits of the department's employee assistance program.

**30.3** Unit employees who are required or subpoenaed to appear in court either at the direction of the Department or upon subpoena pertaining to matters related to their official duties as a member of the Manchester Fire Department will be compensated for all actual hours engaged in such activity at the rate of one and one-half (1 1/2) times their regular hourly rate with a minimum of three (3) hours overtime pay.

In the event that such an employee receives or is entitled to receive a witness fee, such witness fee shall be executed in favor of the City and turned over to the Department. Such employee shall not be required to turn over any payments for mileage incurred in such activities unless they shall have utilized a department vehicle.

**30.4** Drug and Alcohol Testing

The Association agrees that the members of this bargaining unit shall be subject to the same drug and alcohol testing program as may be adopted between the City and Local #856, IAFF, Manchester Professional Firefighters under the same terms and conditions.

**ARTICLE 31**

**RETIREMENT**

**31.1 Retirement**

Under the N.H. Retirement System the City may call for examinations of the members who are on disability retirement. If they are found fit, they can be taken off disability retirement. In such cases, the Department shall provide a system for the return of such members to active duty, provided such members pass a City physical, agree to retrain if necessary. Such member shall be returned to duty in the next occurring vacancy.

**ARTICLE 32**

**EDUCATION INCENTIVE REIMBURSEMENT POLICY**

**32.1** Effective July 1, 2010 the City agrees to provide reimbursement to bargaining unit members who complete approved courses related to Fire Department responsibilities based upon the following: Seventy-five percent (75%) of the cost of courses, books and materials to a maximum of Eight Hundred Fifty Dollars (\$850.00) per fiscal year, per employee.

**32.2** Effective July 1, 2015, the City agrees to provide reimbursement to bargaining unit members who complete approved courses related to Fire Department responsibilities based upon the following: Seventy-five percent (75%) of the cost of courses, books and materials to a maximum of two thousand dollars (\$2,000) per fiscal year, per employee, not to exceed an aggregate payment of four thousand five hundred dollars (\$4,500.00) per fiscal year.

**32.3** Once a course has been approved the City will advance to the bargaining unit member one-half of the authorized amount of the course tuition and books. The remainder of the course reimbursement will be paid to the bargaining unit member upon presentation of a certificate of satisfactory completion of the course.

**32.4** The department agrees to cover the bargaining unit member's shifts while attending approved courses with the approval of the Fire Chief or his designee.

**ARTICLE 33**

**TERMINATION AND RENEWAL**

**33.1** This Agreement shall be in full force and effect and remain in full force and effect from July 1, 2016 to and including June 30, 2017 except as otherwise specified in individual articles, and shall continue from year to year thereafter unless written notice of desire to modify or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration or the anniversary date thereof.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 2016.

**MAFS NEGOTIATING TEAM**

*Michael Conche*

**CITY NEGOTIATING TEAM**

*Danny A. Locantore*

Date: \_\_\_\_\_

Date: \_\_\_\_\_



**ARTICLE 35**

**MEMORANDUM OF UNDERSTANDING**

Between  
City of Manchester, Fire Department  
Manchester Professional Firefighters Union IAFF Local 856  
Manchester Fire Supervisors IAFF Local 3820

The parties agree to amend the terms of their contract dates FY 2007 to FY 2010 regarding the pay for additional staff hired to compliment and or cover vacancies for the current staff in the Maintenance Division. This memorandum will remain in effect unless changed by mutual agreement;

1. Vacancies in the Maintenance Division will be given first priority to members of the Manchester Fire Department who have attained the Emergency Vehicle Training Certification (EVT); the certifying organization is the EVT Certification Commission Inc. If an EVT Certified member is not available the position will be filled from the overtime list containing all interested IAFF Local 856 and IAFF Local 3820 members. This list will be maintained by the Maintenance Superintendent and operate of a rotating basis.
2. Pay for the position will be time and one half the Equipment Mechanic II rate currently 18 and to include the individual members corresponding seniority step in the pay matrix.
3. Any member of regardless of rank will be working under the direction of the Mechanic on duty.

IN WITNESS WHEREOF, the parties warrant and represent that each of the representatives are authorized to bind the parties to this Contract:

City of Manchester, NH Fire Department

Manchester Professional Firefighters  
IAFF Local 856

Manchester Fire Supervisors  
IAFF Local3820

**ARTICLE 36**

**MEMORANDUM OF UNDERSTANDING**

**Between**

**The City of Manchester, New Hampshire**

**And**

**The Manchester Association of Fire Supervisors**

For the period covering July 1, 2010 to June 30, 2015

1. The City of Manchester, New Hampshire ("City") is constructing a new municipal complex which includes a centralized fleet maintenance facility.
2. The City desires to centralize its fleet/vehicle repair at the new facility including the maintenance and repair of Fire Department equipment.
3. Article 2.2 of the collective bargaining agreement between the parties provides:

It is further agreed that if at any time in the future the City establishes a Centralized Garage operation which includes the maintenance and repair of Fire Department equipment the position of Equipment Maintenance Superintendent may be transferred to the Centralized Garage without grievance. The incumbent in the position at the time of such transfer shall retain his current retirement rights.

4. Pursuant to Article 2.2 the Fire Department's Equipment Maintenance Superintendent II will be transferred to the new centralized fleet facility without grievance.
5. That the Equipment Maintenance Superintendent II shall remain under the supervision of the Chief of the Fire Department but shall report to and follow the directions of the Fleet Services Director or supervisor. Any discipline of the Equipment Maintenance Superintendent II shall be pursuant to the then effective collective bargaining agreement. The Fleet Services Director or supervisor may participate in any disciplinary proceedings.

6. That the Chief of the Fire Department may order the Equipment Maintenance Superintendent II to follow the directions of the Fleet Services Director or supervisor. Failure to obey the Chief's order will result in discipline up to and including termination.
7. That upon termination of the current Equipment Maintenance Superintendent II, Keith Foster's, employment with the City there will be no further Equipment Maintenance Superintendent II position or employee in the Manchester Fire Department.
8. Non-fire department mechanics at the centralized fleet maintenance facility will be trained to and will repair fire department equipment.
9. That the current Fire Department Equipment Maintenance Superintendent II will be trained to work on and will maintain and repair non-fire department vehicles and equipment.

Signed and dated by all parties November 19-20, 2012



## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	
GRADE 1	Ex	14,609.11	15,047.41	15,498.80	15,963.79	16,442.71	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00
	H	7.10	7.30	7.52	7.77	7.99	8.21	8.47	8.73	8.99	9.26	9.53	9.83	10.13	10.42
	O	10.650	10.950	11.280	11.655	11.985	12.315	12.705	13.095	13.485	13.890	14.295	14.745	15.195	15.630
GRADE 1A	Ex	15,120.45	15,574.07	16,041.25	16,522.53	17,018.19	17,528.72	18,054.62	18,596.25	19,154.15	19,728.75	20,320.62	20,930.25	21,558.14	22,204.88
	H	7.27	7.48	7.72	7.95	8.19	8.42	8.69	8.96	9.20	9.47	9.77	10.08	10.36	10.69
	O	10.905	11.220	11.580	11.925	12.285	12.630	13.035	13.440	13.800	14.205	14.655	15.120	15.540	16.035
GRADE 2	Ex	15,631.76	16,100.70	16,583.76	17,081.26	17,593.71	18,121.52	18,665.12	19,225.08	19,801.86	20,395.90	21,007.79	21,638.02	22,287.17	22,955.77
	H	7.49	7.76	7.97	8.21	8.46	8.72	9.00	9.26	9.53	9.83	10.13	10.42	10.74	11.05
	O	11.235	11.640	11.955	12.315	12.690	13.080	13.500	13.890	14.295	14.745	15.195	15.630	16.110	16.575
GRADE 2A	Ex	16,178.88	16,664.25	17,164.17	17,679.09	18,209.47	18,755.73	19,318.41	19,897.98	20,494.93	21,109.75	21,743.06	22,395.36	23,067.23	23,759.22
	H	7.81	8.02	8.26	8.50	8.77	9.03	9.29	9.56	9.86	10.16	10.45	10.79	11.10	11.42
	O	11.715	12.030	12.390	12.750	13.155	13.545	13.935	14.340	14.790	15.240	15.675	16.185	16.650	17.130
GRADE 3	Ex	16,725.98	17,227.75	17,744.61	18,276.96	18,825.24	19,390.00	19,971.71	20,570.87	21,188.01	21,823.63	22,478.35	23,152.67	23,847.26	24,562.67
	H	8.05	8.28	8.53	8.81	9.06	9.33	9.60	9.90	10.20	10.48	10.83	11.15	11.47	11.80
	O	12.075	12.420	12.795	13.215	13.590	13.995	14.400	14,850	15.300	15.720	16.245	16.725	17.205	17.700
GRADE 3A	Ex	17,311.39	17,830.73	18,365.68	18,916.64	19,484.15	20,068.64	20,670.71	21,290.83	21,929.57	22,587.46	23,265.09	23,963.04	24,681.92	25,422.36
	H	8.31	8.56	8.84	9.10	9.37	9.65	9.96	10.25	10.53	10.88	11.20	11.53	11.90	12.24
	O	12.465	12.840	13.260	13.650	14.055	14.475	14.940	15.375	15.795	16.320	16.800	17.295	17.850	18.360
GRADE 4	Ex	17,896.80	18,433.72	18,986.72	19,556.32	20,143.01	20,747.29	21,369.74	22,010.80	22,671.14	23,351.28	24,051.82	24,773.36	25,516.58	26,282.07
	H	8.62	8.90	9.14	9.42	9.70	10.00	10.29	10.57	10.92	11.26	11.57	11.95	12.29	12.65
	O	12.930	13.350	13.710	14.130	14.550	15.000	15.435	15.855	16.380	16.890	17.355	17.925	18.435	18.975
GRADE 4A	Ex	18,523.21	19,078.88	19,651.27	20,240.81	20,848.04	21,473.47	22,117.67	22,781.18	23,464.64	24,168.56	24,893.60	25,640.43	26,409.65	27,201.97
	H	8.91	9.18	9.45	9.73	10.05	10.32	10.65	10.96	11.30	11.64	11.99	12.35	12.70	13.10
	O	13.365	13.770	14.175	14.595	15.075	15.480	15.975	16.440	16.950	17.460	17.985	18.525	19.050	19.650
GRADE 5	Ex	19,149.58	19,724.05	20,315.81	20,925.27	21,553.02	22,199.63	22,865.60	23,551.59	24,258.13	24,985.85	25,735.44	26,507.50	27,302.74	28,121.82
	H	9.22	9.48	9.77	10.08	10.36	10.69	11.00	11.33	11.67	12.02	12.38	12.74	13.14	13.51
	O	13.830	14.220	14.655	15.120	15.540	16.035	16.500	16.995	17.505	18.030	18.570	19.110	19.710	20.265
GRADE 5A	Ex	19,819.82	20,414.40	21,026.84	21,657.66	22,307.38	22,976.60	23,665.92	24,375.89	25,107.16	25,860.37	26,636.19	27,435.26	28,258.33	29,106.09
	H	9.52	9.84	10.14	10.43	10.76	11.08	11.40	11.74	12.10	12.47	12.84	13.22	13.61	14.03
	O	14.280	14.760	15.210	15.645	16.140	16.620	17.100	17.610	18.150	18.705	19.260	19.830	20.415	21.045
GRADE 6	Ex	20,490.04	21,104.75	21,737.90	22,390.03	23,061.72	23,753.59	24,466.22	25,200.21	25,956.19	26,734.89	27,536.92	28,363.04	29,213.91	30,090.32
	H	9.87	10.18	10.46	10.80	11.11	11.43	11.77	12.13	12.50	12.87	13.25	13.67	14.06	14.47
	O	14.805	15.270	15.690	16.200	16.665	17.145	17.655	18.195	18.750	19.305	19.875	20.505	21.090	21.705
GRADE 6A	Ex	21,207.21	21,843.43	22,498.72	23,173.68	23,868.92	24,584.97	25,322.53	26,082.19	26,864.64	27,670.60	28,500.74	29,355.73	30,236.41	31,143.52
	H	10.20	10.49	10.84	11.16	11.49	11.84	12.19	12.55	12.94	13.31	13.73	14.12	14.54	15.01
	O	15.300	15.735	16.260	16.740	17.235	17.760	18.285	18.825	19.410	19.965	20.595	21.180	21.810	22.515

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 7 Ex (6E0)	21,924.36 H 10.52 O 15.780	22,582.10 10.87 16.305	23,259.56 11.20 16.800	23,957.35 11.53 17.295	24,676.06 11.89 17.835	25,415.98 12.24 18.360	26,178.84 12.59 18.885	26,984.18 12.98 19.470	27,773.12 13.35 20.025	28,606.32 13.79 20.685	29,464.51 14.19 21.285	30,348.44 14.61 21.915	31,258.88 15.06 22.590	32,196.67 15.49 23.235
GRADE 7A Ex (6EA)	22,691.72 H 10.91 O 16.365	23,372.48 11.26 16.890	24,073.64 11.57 17.355	24,795.84 11.95 17.925	25,539.72 12.30 18.450	26,305.89 12.66 18.990	27,095.11 13.06 19.590	27,907.94 13.43 20.145	28,745.19 13.84 20.760	29,607.53 14.26 21.390	30,495.77 14.68 22.020	31,410.67 15.12 22.680	32,352.96 15.55 23.325	33,323.56 16.03 24.045
GRADE 8 Ex (6F0)	23,459.08 H 11.29 O 16.935	24,162.84 11.63 17.445	24,887.73 11.98 17.970	25,634.36 12.34 18.510	26,403.40 12.69 19.035	27,195.50 13.09 19.635	28,011.35 13.47 20.205	28,851.70 13.88 20.820	29,717.25 14.30 21.450	30,608.78 14.73 22.095	31,527.01 15.18 22.770	32,472.86 15.60 23.400	33,447.01 16.11 24.165	34,450.43 16.57 24.855
GRADE 8A Ex (6FA)	24,280.12 H 11.66 O 17.490	25,008.55 12.01 18.015	25,758.79 12.38 18.570	26,531.56 12.74 19.110	27,327.51 13.15 19.725	28,147.35 13.52 20.280	28,991.74 13.95 20.925	29,851.51 14.36 21.540	30,757.35 14.80 22.200	31,680.06 15.24 22.860	32,630.48 15.69 23.535	33,609.39 16.18 24.270	34,617.70 16.64 24.960	35,656.21 17.18 25.770
GRADE 9 Ex (6G0)	25,101.22 H 12.07 O 18.105	25,854.26 12.46 18.690	26,629.88 12.83 19.245	27,428.76 13.21 19.815	28,251.64 13.60 20.400	29,099.16 14.02 21.030	29,972.14 14.43 21.645	30,871.31 14.88 22.320	31,797.46 15.33 22.995	32,751.38 15.80 23.700	33,733.91 16.27 24.405	34,745.94 16.75 25.125	35,788.31 17.26 25.890	36,861.96 17.76 26.640
GRADE 9A Ex (6GA)	25,979.77 H 12.50 O 18.750	26,759.13 12.87 19.305	27,561.92 13.25 19.875	28,388.76 13.67 20.505	29,240.43 14.06 21.090	30,117.63 14.47 21.705	31,021.20 14.95 22.425	31,951.81 15.38 23.070	32,910.36 15.86 23.790	33,897.68 16.31 24.465	34,914.60 16.80 25.200	35,962.05 17.32 25.980	37,040.92 17.81 26.715	38,152.09 18.36 27.540
GRADE 10 Ex (6H0)	26,858.27 H 12.92 O 19.380	27,664.05 13.28 19.920	28,493.95 13.70 20.550	29,348.80 14.10 21.150	30,229.23 14.51 21.765	31,136.14 14.99 22.485	32,070.20 15.43 23.145	33,032.32 15.91 23.865	34,023.29 16.36 24.540	35,043.96 16.85 25.275	36,095.30 17.36 26.040	37,178.17 17.86 26.790	38,293.48 18.42 27.630	39,442.29 18.97 28.455
GRADE 10A Ex (6HA)	27,798.33 H 13.35 O 20.025	28,632.28 13.80 20.700	29,491.24 14.20 21.300	30,375.99 14.62 21.930	31,287.26 15.07 22.605	32,225.88 15.50 23.250	33,192.65 15.98 23.970	34,188.46 16.43 24.645	35,214.09 16.93 25.395	36,270.51 17.43 26.145	37,358.65 17.98 26.970	38,479.38 18.51 27.765	39,633.76 19.07 28.605	40,822.76 19.62 29.430
GRADE 11 Ex (6I0)	28,738.36 H 13.84 O 20.760	29,600.50 14.24 21.360	30,488.54 14.67 22.005	31,403.18 15.11 22.665	32,345.29 15.54 23.310	33,315.65 16.03 24.045	34,315.13 16.51 24.765	35,344.56 17.01 25.515	36,404.88 17.49 26.235	37,497.03 18.05 27.075	38,621.97 18.57 27.855	39,780.65 19.14 28.710	40,974.03 19.72 29.580	42,203.27 20.30 30.450
GRADE 11A Ex (6IA)	29,744.19 H 14.31 O 21.465	30,636.55 14.74 22.110	31,555.62 15.19 22.785	32,502.29 15.62 23.430	33,477.38 16.13 24.195	34,481.68 16.59 24.885	35,516.15 17.12 25.680	36,581.62 17.62 26.430	37,679.05 18.16 27.240	38,809.46 18.69 28.035	39,973.72 19.25 28.875	41,172.94 19.83 29.745	42,408.12 20.42 30.630	43,680.37 21.04 31.560
GRADE 12 Ex (6J0)	30,750.06 H 14.78 O 22.170	31,672.52 15.23 22.845	32,622.71 15.68 23.520	33,601.39 16.17 24.255	34,609.47 16.63 24.945	35,647.73 17.16 25.740	36,717.17 17.66 26.490	37,818.65 18.21 27.315	38,953.25 18.74 28.110	40,121.86 19.30 28.950	41,325.48 19.87 29.805	42,565.26 20.46 30.690	43,842.22 21.10 31.650	45,157.47 21.74 32.610
GRADE 12A Ex (6JA)	31,826.29 H 15.30 O 22.950	32,781.13 15.76 23.640	33,764.55 16.24 24.360	34,777.45 16.73 25.095	35,820.75 17.24 25.860	36,895.40 17.74 26.610	38,002.25 18.28 27.420	39,142.32 18.84 28.260	40,316.58 19.40 29.100	41,526.11 19.98 29.970	42,771.91 20.59 30.885	44,055.04 21.20 31.800	45,376.71 21.83 32.745	46,737.98 22.48 33.720

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 13 Ex (6K0) H O	32,902.54 15.85 23.775	33,889.65 16.30 24.450	34,906.34 16.78 25.170	35,953.50 17.31 25.965	37,032.10 17.80 26.700	38,143.08 18.35 27.525	39,287.36 18.91 28.365	40,465.98 19.48 29.220	41,679.95 20.04 30.060	42,930.37 20.66 30.990	44,218.32 21.27 31.905	45,544.81 21.92 32.880	46,911.21 22.56 33.840	48,318.50 23.26 34.890
GRADE 13A Ex (6KA) H O	34,054.15 16.36 24.540	35,075.76 16.86 25.290	36,128.06 17.38 26.070	37,211.88 17.89 26.835	38,328.24 18.44 27.660	39,478.09 18.99 28.485	40,662.42 19.56 29.340	41,882.31 20.15 30.225	43,138.77 20.75 31.125	44,432.93 21.38 32.070	45,765.91 22.02 33.030	47,138.93 22.66 33.990	48,553.05 23.36 35.040	50,009.67 24.08 36.120
GRADE 14 Ex (6L0) H O	35,205.75 16.91 25.365	36,261.92 17.43 26.145	37,349.77 17.98 26.970	38,470.25 18.50 27.750	39,624.36 19.04 28.560	40,813.09 19.61 29.415	42,037.49 20.23 30.345	43,298.63 20.81 31.215	44,597.58 21.45 32.175	45,935.51 22.09 33.135	47,313.53 22.77 34.155	48,732.97 23.45 35.175	50,194.97 24.16 36.240	51,700.81 24.87 37.305
GRADE 14A Ex (6LA) H O	36,437.94 17.49 26.235	37,531.07 18.06 27.090	38,657.00 18.58 27.870	39,816.70 19.15 28.725	41,011.22 19.73 29.595	42,241.52 20.32 30.480	43,508.81 20.93 31.395	44,814.08 21.54 32.310	46,158.49 22.20 33.300	47,543.25 22.87 34.305	48,969.54 23.55 35.325	50,438.62 24.26 36.390	51,951.75 24.97 37.455	53,510.36 25.72 38.580
GRADE 15 Ex (6M0) H O	37,670.13 18.12 27.180	38,800.25 18.64 27.960	39,964.26 19.21 28.815	41,163.19 19.81 29.715	42,398.07 20.40 30.600	43,670.03 21.02 31.530	44,980.12 21.64 32.460	46,329.54 22.28 33.420	47,719.41 22.96 34.440	49,150.99 23.64 35.460	50,625.51 24.35 36.525	52,144.28 25.07 37.605	53,708.59 25.83 38.745	55,319.87 26.61 39.915
GRADE 15A Ex (6MA) H O	38,988.59 18.76 28.140	40,158.25 19.31 28.965	41,362.98 19.90 29.850	42,603.89 20.50 30.750	43,882.00 21.14 31.710	45,198.46 21.77 32.655	46,554.42 22.41 33.615	47,951.06 23.08 34.620	49,389.59 23.75 35.625	50,871.27 24.47 36.705	52,397.41 25.22 37.830	53,969.33 25.96 38.940	55,588.40 26.74 40.110	57,256.06 27.55 41.325
GRADE 16 Ex (6N0) H O	40,307.06 19.39 29.085	41,516.25 19.97 29.955	42,761.74 20.59 30.885	44,044.57 21.20 31.800	45,365.94 21.83 32.745	46,726.90 22.48 33.720	48,128.71 23.15 34.725	49,572.59 23.83 35.745	51,059.75 24.57 36.855	52,591.56 25.32 37.980	54,169.30 26.07 39.105	55,794.37 26.85 40.275	57,468.20 27.65 41.475	59,192.23 28.46 42.690
GRADE 16A Ex (6NA) H O	41,717.80 20.04 30.060	42,969.33 20.66 30.990	44,258.40 21.27 31.905	45,586.19 21.92 32.880	46,953.74 22.58 33.870	48,362.35 23.28 34.920	49,813.24 24.00 36.000	51,307.62 24.69 37.035	52,846.87 25.44 38.160	54,432.25 26.18 39.270	56,065.23 26.99 40.485	57,747.16 27.81 41.715	59,479.59 28.64 42.960	61,263.96 29.50 44.250
GRADE 17 Ex (6O0) H O	43,128.55 20.74 31.110	44,422.41 21.37 32.055	45,755.07 22.01 33.015	47,127.72 22.65 33.975	48,541.55 23.35 35.025	49,997.81 24.07 36.105	51,497.72 24.78 37.170	53,042.69 25.51 38.265	54,633.93 26.29 39.435	56,272.95 27.08 40.620	57,961.13 27.87 41.805	59,699.98 28.70 43.050	61,490.97 29.56 44.340	63,335.71 30.46 45.690
GRADE 17A Ex (6OA) H O	44,638.06 21.46 32.190	45,977.17 22.10 33.150	47,356.50 22.78 34.170	48,777.19 23.46 35.190	50,240.49 24.17 36.255	51,747.71 24.88 37.320	53,300.15 25.62 38.430	54,899.15 26.41 39.615	56,546.13 27.18 40.770	58,242.53 27.99 41.985	59,989.78 28.87 43.305	61,789.47 29.71 44.565	63,643.15 30.60 45.900	65,552.46 31.55 47.325
GRADE 18 Ex (6P0) H O	46,147.53 22.19 33.285	47,531.95 22.86 34.290	48,957.91 23.53 35.295	50,426.66 24.24 36.360	51,939.46 24.96 37.440	53,497.65 25.71 38.565	55,102.58 26.51 39.765	56,755.65 27.29 40.935	58,458.32 28.13 42.195	60,212.06 28.99 43.485	62,018.41 29.86 44.790	63,878.98 30.75 46.125	65,795.33 31.66 47.490	67,769.20 32.62 48.930
GRADE 18A Ex (6PA) H O	47,762.71 22.97 34.455	49,195.56 23.65 35.475	50,671.45 24.36 36.540	52,191.61 25.09 37.635	53,757.32 25.85 38.775	55,370.06 26.63 39.945	57,031.14 27.43 41.145	58,742.11 28.26 42.390	60,504.37 29.10 43.650	62,319.48 29.96 44.940	64,189.08 30.86 46.290	66,114.74 31.76 47.640	68,098.18 32.76 49.140	70,141.14 33.73 50.595

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14
GRADE 19 (6Q0)	Ex 49,377.87 23.74 35.610	H 50,859.21 24.45 36.675	O 52,384.97 25.20 37.800	O 53,956.52 25.94 38.910	O 55,575.22 26.71 40.065	O 57,242.50 27.54 41.310	O 58,959.76 28.37 42.555	O 60,728.55 29.20 43.800	O 62,550.41 30.10 45.150	O 64,426.89 30.98 46.470	O 66,359.72 31.94 47.910	O 68,350.52 32.88 49.320	O 70,401.03 33.87 50.805	O 72,513.04 34.90 52.350
	Ex 51,106.08 24.59 36.885	H 52,639.27 25.35 38.025	O 54,218.44 26.09 39.135	O 55,845.00 26.87 40.305	O 57,520.36 27.68 41.520	O 59,245.98 28.49 42.735	O 61,023.32 29.34 44.010	O 62,854.07 30.24 45.360	O 64,739.67 31.16 46.740	O 66,681.85 32.09 48.135	O 68,682.30 33.03 49.545	O 70,742.78 34.03 51.045	O 72,865.06 35.06 52.590	O 75,051.00 36.12 54.180
	Ex 52,834.30 25.41 38.115	H 54,419.31 26.15 39.225	O 56,051.89 26.95 40.425	O 57,733.49 27.79 41.685	O 59,465.49 28.62 42.930	O 61,249.45 29.48 44.220	O 63,086.94 30.35 45.525	O 64,979.55 31.28 46.920	O 66,928.92 32.20 48.300	O 68,936.78 33.18 49.770	O 71,004.90 34.16 51.240	O 73,135.03 35.17 52.755	O 75,329.10 36.25 54.375	O 77,588.98 37.34 56.010
GRADE 20A (6RA)	Ex 54,683.51 26.32 39.480	H 56,324.01 27.11 40.665	O 58,013.75 27.90 41.850	O 59,754.17 28.73 43.095	O 61,546.78 29.59 44.385	O 63,393.19 30.49 45.735	O 65,294.95 31.41 47.115	O 67,253.81 32.36 48.540	O 69,271.44 33.34 50.010	O 71,349.56 34.32 51.480	O 73,490.07 35.35 53.025	O 75,694.77 36.41 54.615	O 77,965.59 37.50 56.250	O 80,304.57 38.62 57.930
	Ex 56,532.70 27.17 40.755	H 58,228.67 27.99 41.985	O 59,975.56 28.86 43.290	O 61,774.83 29.70 44.550	O 63,628.05 30.59 45.885	O 65,536.92 31.54 47.310	O 67,503.01 32.48 48.720	O 69,528.09 33.44 50.160	O 71,613.94 34.46 51.690	O 73,762.36 35.47 53.205	O 75,975.25 36.52 54.780	O 78,254.49 37.63 56.445	O 80,602.15 38.77 58.155	O 83,020.19 39.94 59.910
	Ex 58,511.35 28.15 42.225	H 60,266.70 29.01 43.515	O 62,074.71 29.88 44.820	O 63,936.94 30.77 46.155	O 65,855.04 31.68 47.520	O 67,830.70 32.65 48.975	O 69,865.60 33.63 50.445	O 71,961.60 34.63 51.945	O 74,120.44 35.68 53.520	O 76,344.06 36.75 55.125	O 78,634.37 37.84 56.760	O 80,993.42 38.98 58.470	O 83,423.18 40.15 60.225	O 85,925.90 41.36 62.040
GRADE 22 (6T0)	Ex 60,490.00 29.09 43.635	H 62,304.68 29.95 44.925	O 64,173.81 30.85 46.275	O 66,099.07 31.75 47.625	O 68,082.03 32.75 49.125	O 70,124.51 33.72 50.580	O 72,228.22 34.71 52.065	O 74,395.06 35.78 53.670	O 76,626.91 36.84 55.260	O 78,925.73 37.98 56.970	O 81,293.50 39.10 58.650	O 83,732.31 40.27 60.405	O 86,244.26 41.49 62.235	O 88,831.58 42.72 64.080
	Ex 62,607.15 30.12 45.180	H 64,485.37 31.00 46.500	O 66,419.94 31.96 47.940	O 68,412.51 32.90 49.350	O 70,464.90 33.89 50.835	O 72,578.85 34.94 52.410	O 74,756.23 35.94 53.910	O 76,998.88 37.04 55.560	O 79,308.87 38.13 57.195	O 81,688.13 39.29 58.935	O 84,138.79 40.45 60.675	O 86,662.95 41.66 62.490	O 89,262.83 42.94 64.410	O 91,940.73 44.21 66.315
	Ex 64,724.29 31.09 46.635	H 66,666.02 32.07 48.105	O 68,666.03 33.01 49.515	O 70,725.97 34.01 51.015	O 72,847.79 35.04 52.560	O 75,033.18 36.09 54.135	O 77,284.19 37.17 55.755	O 79,602.74 38.27 57.405	O 81,990.80 39.43 59.145	O 84,450.54 40.60 60.900	O 86,984.05 41.82 62.730	O 89,593.57 43.07 64.605	O 92,281.37 44.39 66.585	O 95,049.81 45.69 68.535
GRADE 23A (6UA)	Ex 66,989.64 32.20 48.300	H 68,999.35 33.18 49.770	O 71,069.32 34.16 51.240	O 73,201.40 35.18 52.770	O 75,397.44 36.27 54.405	O 77,659.38 37.35 56.025	O 79,989.14 38.47 57.705	O 82,388.81 39.62 59.430	O 84,860.49 40.81 61.215	O 87,406.30 42.02 63.030	O 90,028.49 43.28 64.920	O 92,729.33 44.59 66.885	O 95,511.21 45.93 68.895	O 98,376.56 47.31 70.965
	Ex 69,254.99 33.30 49.950	H 71,332.64 34.29 51.435	O 73,472.65 35.33 52.995	O 75,676.83 36.38 54.570	O 77,947.11 37.48 56.220	O 80,285.54 38.60 57.900	O 82,694.07 39.76 59.640	O 85,174.92 40.97 61.455	O 87,730.18 42.19 63.285	O 90,362.09 43.44 65.160	O 93,072.92 44.74 67.110	O 95,865.11 46.12 69.180	O 98,741.07 47.49 71.235	O 101,703.30 48.91 73.365
	Ex 71,678.94 34.47 51.705	H 73,829.31 35.49 53.235	O 76,044.18 36.54 54.810	O 78,325.50 37.65 56.475	O 80,675.28 38.79 58.185	O 83,095.52 39.96 59.940	O 85,588.39 41.14 61.710	O 88,156.02 42.38 63.570	O 90,800.72 43.66 65.490	O 93,524.73 44.98 67.470	O 96,330.46 46.32 69.480	O 99,220.40 47.70 71.550	O 102,197.00 49.13 73.695	O 105,262.92 50.61 75.915

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE		2016													
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	2016 STEP AL1
GRADE 25	Ex	74,102.86	76,325.93	78,615.71	80,974.18	83,403.42	85,905.55	88,482.68	91,137.15	93,871.31	96,687.41	99,588.04	102,575.69	105,652.96	108,822.53
	H	35.63	36.70	37.78	38.94	40.10	41.30	42.56	43.83	45.14	46.49	47.88	49.31	50.79	52.33
	O	53.445	55.050	56.670	58.410	60.150	61.950	63.840	65.745	67.710	69.735	71.820	73.965	76.185	78.495
GRADE 25A	Ex	76,696.46	78,997.36	81,367.24	83,808.30	86,322.55	88,912.19	91,579.58	94,326.96	97,156.79	100,071.49	103,073.64	106,165.84	109,350.81	112,631.32
	H	36.88	38.00	39.13	40.30	41.51	42.76	44.05	45.36	46.73	48.13	49.58	51.07	52.58	54.17
	O	55.320	57.000	58.695	60.450	62.265	64.140	66.075	68.040	70.095	72.195	74.370	76.605	78.870	81.255
GRADE 26	Ex	79,290.05	81,668.76	84,118.82	86,642.37	89,241.63	91,918.92	94,676.47	97,516.77	100,442.26	103,455.54	106,559.19	109,755.98	113,048.63	116,440.11
	H	38.13	39.29	40.45	41.66	42.93	44.20	45.53	46.88	48.30	49.75	51.23	52.77	54.36	55.97
	O	57.195	58.935	60.675	62.490	64.395	66.300	68.295	70.320	72.450	74.625	76.845	79.155	81.540	83.955
GRADE 26A	Ex	82,065.22	84,527.17	87,062.99	89,674.88	92,365.11	95,187.57	97,990.14	100,929.86	103,957.74	107,076.47	110,288.77	113,597.41	117,005.37	120,515.52
	H	39.46	40.65	41.87	43.13	44.43	45.73	47.13	48.55	50.00	51.50	53.03	54.64	56.28	57.95
	O	59.190	60.975	62.805	64.695	66.645	68.595	70.695	72.825	75.000	77.250	79.545	81.960	84.420	86.925
GRADE 27	Ex	84,840.35	87,385.56	90,007.14	92,707.34	95,488.56	98,353.22	101,303.82	104,342.95	107,473.21	110,697.40	114,018.35	117,438.88	120,962.08	124,590.91
	H	40.80	42.01	43.27	44.58	45.92	47.30	48.69	50.17	51.67	53.24	54.82	56.47	58.17	59.92
	O	61.200	63.015	64.905	66.870	68.880	70.950	73.035	75.255	77.505	79.860	82.230	84.705	87.255	89.880
GRADE 27A	Ex	87,809.76	90,444.05	93,157.39	95,952.10	98,830.66	101,795.59	104,849.43	107,994.93	111,234.79	114,571.82	118,008.97	121,549.25	125,195.72	128,951.62
	H	42.23	43.47	44.77	46.15	47.53	48.95	50.40	51.93	53.49	55.07	56.74	58.44	60.20	61.99
	O	63.345	65.205	67.155	69.225	71.295	73.425	75.600	77.895	80.235	82.605	85.110	87.660	90.300	92.985
GRADE 28	Ex	90,779.17	93,502.56	96,307.61	99,196.89	102,172.78	105,237.97	108,395.08	111,646.94	114,996.34	118,446.24	121,999.63	125,659.62	129,429.42	133,312.28
	H	43.64	44.96	46.30	47.69	49.12	50.59	52.12	53.68	55.30	56.97	58.69	60.45	62.25	64.12
	O	65.460	67.440	69.450	71.535	73.680	75.885	78.180	80.520	82.950	85.455	88.035	90.675	93.375	96.180
GRADE 28A	Ex	93,956.45	96,775.13	99,678.38	102,668.77	105,748.82	108,921.29	112,188.91	115,554.59	119,021.23	122,591.86	126,269.59	130,057.73	133,959.45	137,978.22
	H	45.17	46.55	47.93	49.36	50.84	52.38	53.94	55.56	57.22	58.93	60.71	62.52	64.41	66.34
	O	67.755	69.825	71.895	74.040	76.260	78.570	80.910	83.340	85.830	88.395	91.065	93.780	96.615	99.510
GRADE 29	Ex	97,133.71	100,047.73	103,049.18	106,140.65	109,324.86	112,604.60	115,982.75	119,462.21	123,046.09	126,737.48	130,539.61	134,455.78	138,489.47	142,644.16
	H	46.72	48.12	49.56	51.06	52.57	54.16	55.79	57.46	59.20	60.96	62.80	64.65	66.61	68.60
	O	70.080	72.180	74.340	76.590	78.855	81.240	83.685	86.190	88.800	91.440	94.200	96.975	99.915	102.900
GRADE 29A	Ex	100,533.39	103,549.39	106,655.89	109,855.58	113,151.23	116,545.77	120,042.16	123,643.40	127,352.70	131,173.31	135,108.48	139,161.75	143,336.60	147,636.71
	H	48.33	49.79	51.28	52.82	54.42	56.04	57.74	59.47	61.25	63.07	64.98	66.92	68.93	70.99
	O	72.495	74.685	76.920	79.230	81.630	84.060	86.610	89.205	91.875	94.605	97.470	100.380	103.395	106.485
GRADE 30	Ex	103,933.05	107,051.08	110,262.60	113,570.50	116,977.58	120,486.92	124,101.53	127,824.58	131,659.31	135,609.11	139,677.36	143,867.69	148,183.71	152,629.25
	H	49.94	51.46	52.99	54.62	56.25	57.93	59.65	61.48	63.30	65.23	67.18	69.17	71.27	73.40
	O	74.910	77.190	79.485	81.930	84.375	86.895	89.475	92.220	94.950	97.845	100.770	103.755	106.905	110.100
GRADE 30A	Ex	107,570.72	110,797.87	114,121.79	117,545.46	121,071.83	124,703.97	128,445.08	132,298.45	136,267.40	140,355.42	144,566.08	148,903.06	153,370.15	157,971.25
	H	51.72	53.29	54.89	56.53	58.25	59.98	61.78	63.64	65.53	67.51	69.53	71.61	73.77	75.96
	O	77.580	79.935	82.335	84.795	87.375	89.970	92.670	95.460	98.295	101.265	104.295	107.415	110.655	113.940

## CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 16
GRADE 31 (620)	Ex 111,208.40 H 53.48 O 80.220	114,544.67 55.06 82.590	117,981.00 56.72 85.080	121,520.43 58.42 87.630	125,166.04 60.17 90.255	128,921.03 61.97 92.955	132,788.65 63.83 95.745	136,772.30 65.75 98.625	140,875.49 67.72 101.580	145,101.74 69.77 104.655	149,454.78 71.88 107.820	153,938.30 74.03 111.045	158,556.59 76.23 114.345	163,313.27 78.53 117.795
GRADE 31A (62A)	Ex 115,100.70 H 55.34 O 83.010	118,553.71 57.00 85.500	122,110.31 58.72 88.080	125,773.63 60.49 90.735	129,546.83 62.29 93.435	133,433.24 64.17 96.255	137,436.22 66.09 99.135	141,559.33 68.05 102.075	145,806.10 70.11 105.165	150,180.31 72.20 108.300	154,685.69 74.39 111.585	159,326.28 76.61 114.915	164,106.08 78.92 118.380	169,029.26 81.28 121.920
GRADE 32 (630)	Ex 118,993.00 H 57.20 O 85.800	122,562.77 58.91 88.365	126,239.65 60.70 91.050	130,026.85 62.51 93.765	133,927.65 64.40 96.600	137,945.49 66.33 99.495	142,083.83 68.32 102.480	146,346.35 70.37 105.555	150,736.75 72.48 108.720	155,258.87 74.64 111.960	159,916.60 76.89 115.335	164,714.11 79.21 118.815	169,655.54 81.57 122.355	174,745.22 84.04 126.060
GRADE 32A (63A)	Ex 123,157.72 H 59.22 O 88.830	126,852.48 61.00 91.500	130,658.06 62.85 94.275	134,577.79 64.71 97.065	138,615.14 66.65 99.975	142,773.58 68.66 102.990	147,056.80 70.73 106.095	151,468.49 72.82 109.230	156,012.53 75.02 112.530	160,692.91 77.27 115.905	165,513.69 79.59 119.385	170,479.10 81.97 122.955	175,593.49 84.44 126.660	180,861.31 86.98 130.470
GRADE 33 (640)	Ex 127,322.48 H 61.21 O 91.815	131,142.18 63.04 94.560	135,076.44 64.96 97.440	139,128.71 66.90 100.350	143,302.59 68.91 103.365	147,601.65 70.97 106.455	152,029.71 73.11 109.665	156,590.58 75.30 112.950	161,288.31 77.55 116.325	166,126.95 79.87 119.805	171,110.81 82.28 123.420	176,244.08 84.76 127.140	181,531.45 87.29 130.935	186,977.37 89.90 134.850
GRADE 33A (64A)	Ex 131,778.77 H 63.34 O 95.010	135,732.15 65.27 97.905	139,804.12 67.22 100.830	143,998.24 69.24 103.860	148,318.19 71.32 106.980	152,767.72 73.45 110.175	157,350.73 75.65 113.475	162,071.25 77.91 116.865	166,933.41 80.26 120.390	171,941.44 82.66 123.990	177,099.66 85.15 127.725	182,412.66 87.73 131.595	187,885.04 90.34 135.510	193,521.58 93.03 139.545
GRADE 34 (650)	Ex 136,235.04 H 65.49 O 98.235	140,322.14 67.46 101.190	144,531.79 69.50 104.250	148,867.74 71.56 107.340	153,333.76 73.73 110.595	157,933.80 75.93 113.895	162,671.79 78.22 117.330	167,551.95 80.56 120.840	172,578.50 82.98 124.470	177,755.86 85.47 128.205	183,088.55 88.02 132.030	188,581.17 90.69 136.035	194,238.64 93.41 140.115	200,065.80 96.20 144.300
GRADE 34A (65A)	Ex 141,003.28 H 67.80 O 101.700	145,233.40 69.81 104.715	149,590.39 71.94 107.910	154,078.13 74.08 111.120	158,700.44 76.30 114.450	163,461.46 78.59 117.885	168,365.30 80.95 121.425	173,416.25 83.38 125.070	178,618.75 85.87 128.805	183,977.31 88.45 132.675	189,496.64 91.09 136.635	195,181.52 93.86 140.790	201,037.03 96.66 144.990	207,068.11 99.56 149.340
GRADE 35 (660)	Ex 145,771.50 H 70.09 O 105.135	150,144.65 72.19 108.285	154,649.01 74.37 111.555	159,288.48 76.59 114.885	164,067.13 78.90 118.350	168,989.15 81.26 121.890	174,058.81 83.69 125.535	179,280.58 86.21 129.315	184,658.99 88.78 133.170	190,198.77 91.47 137.205	195,904.76 94.20 141.300	201,781.83 97.02 145.530	207,835.35 99.95 149.925	214,070.38 102.95 154.425
GRADE 35A (66A)	Ex 150,873.52 H 72.54 O 108.810	155,399.75 74.72 112.080	160,061.71 76.95 115.425	164,863.57 79.26 118.890	169,809.48 81.63 122.445	174,903.76 84.09 126.135	180,150.87 86.62 129.930	185,555.39 89.22 133.830	191,122.06 91.90 137.850	196,855.72 94.65 141.975	202,761.44 97.50 146.250	208,844.21 100.40 150.600	215,109.58 103.41 155.115	221,562.86 106.50 159.750
GRADE 36 (670)	Ex 155,975.52 H 75.00 O 112.500	160,654.80 77.23 115.845	165,474.45 79.56 119.340	170,438.65 81.94 122.910	175,551.84 84.41 126.615	180,818.40 86.94 130.410	186,242.95 89.56 134.340	191,830.22 92.23 138.345	197,585.14 95.02 142.530	203,512.68 97.87 146.805	209,618.09 100.81 151.215	215,906.60 103.83 155.745	222,383.84 106.93 160.395	229,055.33 110.13 165.195
GRADE 36A (67A)	Ex 161,434.65 H 77.63 O 116.445	166,277.73 79.95 119.925	171,266.04 82.36 123.540	176,404.01 84.83 127.245	181,696.16 87.38 131.070	187,147.02 89.98 134.970	192,761.43 92.70 139.050	198,544.26 95.46 143.190	204,500.59 98.30 147.450	210,635.61 101.25 151.875	216,954.71 104.28 156.420	223,463.33 107.42 161.130	230,167.25 110.65 165.975	237,072.26 114.00 171.000

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 1	Ex	22,097.62	22,765.51	23,443.36	24,146.68	24,871.06	25,617.19	H	10.74	11.03	11.72	12.43
	H											
	O	16.110	16.545	17.070	17.580	18.120	18.645					
GRADE 1A	Ex	22,871.03	23,562.31	24,263.88	24,991.79	25,741.58	26,513.80	H	11.00	11.32	12.02	12.74
	H											
	O	16.500	16.980	17.505	18.030	18.570	19.110					
GRADE 2	Ex	23,644.45	24,359.11	25,084.40	25,836.94	26,612.05	27,410.38	H	11.38	11.74	12.44	13.19
	H											
	O	17.070	17.610	18.105	18.660	19.215	19.785					
GRADE 2A	Ex	24,472.01	25,211.68	25,962.34	26,741.20	27,543.49	28,369.77	H	11.76	12.12	12.87	13.67
	H											
	O	17.640	18.180	18.750	19.305	19.875	20.505					
GRADE 3 (6A0)	Ex	25,299.58	26,064.25	26,840.30	27,645.51	28,474.84	29,329.13	H	12.16	12.53	13.28	14.10
	H											
	O	18.240	18.795	19.380	19.920	20.550	21.150					
GRADE 3A (6AA)	Ex	26,185.04	26,976.47	27,779.72	28,613.12	29,471.51	30,355.65	H	12.59	12.98	13.79	14.61
	H											
	O	18.885	19.470	20.025	20.685	21.285	21.915					
GRADE 4 (6B0)	Ex	27,070.51	27,888.73	28,719.13	29,580.70	30,468.12	31,382.16	H	13.04	13.42	14.23	15.10
	H											
	O	19.560	20.130	20.745	21.345	21.990	22.650					
GRADE 4A (6BA)	Ex	28,018.02	28,864.86	29,724.28	30,616.03	31,534.51	32,480.54	H	13.47	13.88	14.73	15.60
	H											
	O	20.205	20.820	21.450	22.095	22.770	23.400					
GRADE 5 (6C0)	Ex	28,965.47	29,840.92	30,729.46	31,651.33	32,600.89	33,578.89	H	13.94	14.35	15.22	16.16
	H											
	O	20.910	21.525	22.155	22.830	23.505	24.240					
GRADE 5A (6CA)	Ex	29,979.26	30,885.37	31,805.00	32,759.16	33,741.91	34,754.16	H	14.44	14.90	15.82	16.76
	H											
	O	21.660	22.350	23.010	23.730	24.420	25.140					
GRADE 6 (6D0)	Ex	30,993.05	31,929.82	32,880.54	33,866.96	34,882.95	35,929.46	H	14.95	15.38	16.31	17.32
	H											
	O	22.425	23.070	23.790	24.465	25.200	25.980					
GRADE 6A (6DA)	Ex	32,077.81	33,047.36	34,031.34	35,052.27	36,103.85	37,186.97	H	15.44	15.92	16.87	17.89
	H											
	O	23.160	23.880	24.555	25.305	26.070	26.835					

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 7 Ex (6E0)	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74	38,444.51						
	15.96	16.42	16.92	17.42	17.96	18.48						
	23.940	24.630	25.380	26.130	26.940	27.720						
GRADE 7A Ex (6EA)	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12	39,790.08						
	16.51	17.01	17.49	18.05	18.57	19.14						
	24.765	25.515	26.235	27.075	27.855	28.710						
GRADE 8 Ex (6F0)	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49	41,135.62						
	17.08	17.59	18.12	18.63	19.20	19.79						
	25.620	26.385	27.180	27.945	28.800	29.685						
GRADE 8A Ex (6FA)	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31	42,575.34						
	17.68	18.22	18.76	19.31	19.88	20.49						
	26.520	27.330	28.140	28.965	29.820	30.735						
GRADE 9 Ex (6G0)	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12	44,015.11						
	18.31	18.86	19.44	20.00	20.61	21.22						
	27.465	28.290	29.160	30.000	30.915	31.830						
GRADE 9A Ex (6GA)	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75	45,555.65						
	18.92	19.49	20.05	20.67	21.28	21.94						
	28.380	29.235	30.075	31.005	31.920	32.910						
GRADE 10 Ex (6H0)	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41	47,096.16						
	19.54	20.12	20.73	21.35	21.99	22.64						
	29.310	30.180	31.095	32.025	32.985	33.960						
GRADE 10A Ex (6HA)	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77	48,744.54						
	20.23	20.81	21.45	22.09	22.77	23.45						
	30.345	31.215	32.175	33.135	34.155	35.175						
GRADE 11 Ex (6I0)	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15	50,392.89						
	20.89	21.53	22.19	22.86	23.53	24.24						
	31.335	32.295	33.285	34.290	35.295	36.360						
GRADE 11A Ex (6IA)	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53	52,156.66						
	21.66	22.33	22.98	23.66	24.38	25.11						
	32.490	33.495	34.470	35.490	36.570	37.665						
GRADE 12 Ex (6J0)	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90	53,920.41						
	22.39	23.05	23.72	24.44	25.19	25.93						
	33.585	34.575	35.580	36.660	37.785	38.895						
GRADE 12A Ex (6JA)	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16	55,807.61						
	23.15	23.84	24.58	25.34	26.08	26.86						
	34.725	35.760	36.870	38.010	39.120	40.290						

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 13 Ex (6K0)	49,768.06 H 23.98 O 35.970	51,261.10 24.67 37.005	52,798.94 25.42 38.130	54,382.87 26.16 39.240	56,014.39 26.95 40.425	57,694.83 27.79 41.685						
GRADE 13A Ex (6KA)	51,509.95 H 24.80 O 37.200	53,066.84 25.53 38.295	54,646.90 26.31 39.465	56,286.30 27.10 40.650	57,974.90 27.89 41.835	59,714.16 28.72 43.080						
GRADE 14 Ex (6L0)	53,251.84 H 25.62 O 38.430	54,861.36 26.41 39.615	56,494.88 27.18 40.770	58,189.72 27.99 41.985	59,935.41 28.84 43.260	61,733.46 29.69 44.535						
GRADE 14A Ex (6LA)	55,115.66 H 26.52 O 39.780	56,781.53 27.31 40.965	58,472.20 28.14 42.210	60,226.34 29.00 43.500	62,033.17 29.87 44.805	63,894.15 30.76 46.140						
GRADE 15 Ex (6M0)	56,979.44 H 27.42 O 41.130	58,701.64 28.25 42.375	60,449.50 29.09 43.635	62,263.00 29.95 44.925	64,130.89 30.85 46.275	66,054.81 31.75 47.625						
GRADE 15A Ex (6MA)	58,973.73 H 28.38 O 42.570	60,756.22 29.21 43.815	62,565.23 30.11 45.165	64,442.20 30.99 46.485	66,375.45 31.94 47.910	68,366.74 32.88 49.320						
GRADE 16 Ex (6N0)	60,968.02 H 29.31 O 43.965	62,797.06 30.21 45.315	64,680.96 31.10 46.650	66,621.41 32.05 48.075	68,620.06 32.99 49.485	70,678.65 33.99 50.985						
GRADE 16A Ex (6NA)	63,101.89 H 30.38 O 45.570	65,009.13 31.30 46.950	66,944.81 32.22 48.330	68,953.13 33.21 49.815	71,021.75 34.20 51.300	73,152.39 35.21 52.815						
GRADE 17 Ex (6O0)	65,235.77 H 31.37 O 47.055	67,207.51 32.33 48.495	69,208.63 33.30 49.950	71,284.89 34.29 51.435	73,423.44 35.32 52.980	75,626.15 36.37 54.555						
GRADE 17A Ex (6OA)	67,519.03 H 32.49 O 48.735	69,559.78 33.45 50.175	71,630.94 34.47 51.705	73,779.87 35.49 53.235	75,993.25 36.54 54.810	78,273.05 37.64 56.460						
GRADE 18 Ex (6P0)	69,802.26 H 33.61 O 50.415	71,912.04 34.61 51.915	74,053.27 35.66 53.490	76,274.86 36.73 55.095	78,563.09 37.82 56.730	80,919.96 38.96 58.440						
GRADE 18A Ex (6PA)	72,245.37 H 34.72 O 52.080	74,428.97 35.79 53.685	76,645.09 36.85 55.275	78,944.47 37.98 56.970	81,312.78 39.10 58.650	83,752.15 40.27 60.405						

GRADE	2016			2016			2016			2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 19 Ex (6Q0)	74,688.46	76,945.93	79,237.00	81,614.06	84,062.50	86,584.37						
	35.92	37.01	38.12	39.28	40.44	41.65						
	53.880	55.515	57.180	58.920	60.660	62.475						
GRADE 19A Ex (6QA)	77,302.53	79,639.02	82,010.25	84,470.58	87,004.69	89,614.85						
	37.19	38.30	39.45	40.63	41.86	43.12						
	55.785	57.450	59.175	60.945	62.790	64.680						
GRADE 20 Ex (6R0)	79,916.63	82,314.14	84,783.56	87,327.08	89,946.88	92,645.30						
	38.46	39.60	40.80	42.01	43.27	44.58						
	57.690	59.400	61.200	63.015	64.905	66.870						
GRADE 20A Ex (6RA)	82,713.71	85,213.73	87,750.97	90,383.52	93,095.02	95,887.87						
	39.80	41.00	42.22	43.46	44.76	46.13						
	59.700	61.500	63.330	65.190	67.140	69.195						
GRADE 21 Ex (6S0)	85,510.79	88,095.36	90,718.41	93,439.95	96,243.14	99,130.44						
	41.12	42.36	43.64	44.96	46.30	47.68						
	61.680	63.540	65.460	67.440	69.450	71.520						
GRADE 21A Ex (6SA)	88,503.66	91,178.68	93,893.56	96,710.37	99,611.67	102,600.01						
	42.59	43.86	45.17	46.53	47.92	49.35						
	63.885	65.790	67.755	69.795	71.880	74.025						
GRADE 22 Ex (6T0)	91,496.57	94,262.06	97,068.69	99,980.75	102,980.17	106,069.57						
	44.03	45.34	46.71	48.09	49.53	51.03						
	66.045	68.010	70.065	72.135	74.295	76.545						
GRADE 22A Ex (6TA)	94,698.94	97,561.22	100,466.09	103,480.08	106,584.49	109,781.99						
	45.54	46.89	48.31	49.76	51.25	52.78						
	68.310	70.335	72.465	74.640	76.875	79.170						
GRADE 23 Ex (6U0)	97,901.30	100,860.38	103,863.49	106,979.42	110,188.79	113,494.45						
	47.08	48.50	49.92	51.44	52.96	54.60						
	70.620	72.750	74.880	77.160	79.440	81.900						
GRADE 23A Ex (6UA)	101,327.87	104,390.51	107,498.74	110,723.66	114,045.37	117,466.76						
	48.72	50.19	51.69	53.26	54.84	56.49						
	73.080	75.285	77.535	79.890	82.260	84.735						
GRADE 24 Ex (6V0)	104,754.40	107,920.62	111,133.96	114,467.96	117,902.02	121,439.06						
	50.37	51.90	53.45	55.03	56.68	58.39						
	75.555	77.850	80.175	82.545	85.020	87.585						
GRADE 24A Ex (6VA)	108,420.82	111,697.84	115,023.63	118,474.35	122,028.58	125,689.46						
	52.13	53.69	55.32	56.98	58.70	60.46						
	78.195	80.535	82.980	85.470	88.050	90.690						



GRADE	2016						
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 31	Ex	168,212.68	173,296.91	178,456.84	183,810.54	189,324.84	195,004.61
(620)	H	80.86	83.30	85.82	88.40	91.03	93.78
	O	121.290	124.950	128.730	132.600	136.545	140.670
GRADE 31A	Ex	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	201,829.76
(62A)	H	83.71	86.23	88.79	91.50	94.21	97.03
	O	125.565	129.345	133.185	137.250	141.315	145.545
GRADE 32	Ex	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	208,654.93
(630)	H	86.56	89.14	91.80	94.58	97.43	100.33
	O	129.840	133.710	137.700	141.870	146.145	150.495
GRADE 32A	Ex	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	215,957.86
(63A)	H	89.60	92.26	95.05	97.90	100.83	103.85
	O	134.400	138.390	142.575	146.850	151.245	155.775
GRADE 33	Ex	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	223,260.76
(640)	H	92.60	95.38	98.23	101.19	104.22	107.36
	O	138.900	143.070	147.345	151.785	156.330	161.040
GRADE 33A	Ex	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	231,074.88
(64A)	H	95.83	98.73	101.69	104.73	107.87	111.12
	O	143.745	148.095	152.535	157.095	161.805	166.680
GRADE 34	Ex	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	238,889.01
(650)	H	99.09	102.07	105.12	108.27	111.52	114.87
	O	148.635	153.105	157.680	162.405	167.280	172.305
GRADE 34A	Ex	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	247,250.14
(65A)	H	102.56	105.64	108.79	112.05	115.42	118.88
	O	153.840	158.460	163.185	168.075	173.130	178.320
GRADE 35	Ex	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	255,611.25
(660)	H	106.04	109.22	112.47	115.86	119.34	122.91
	O	159.060	163.830	168.705	173.790	179.010	184.365
GRADE 35A	Ex	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	264,557.62
(66A)	H	109.72	113.02	116.41	119.92	123.50	127.20
	O	164.580	169.530	174.615	179.880	185.250	190.800
GRADE 36	Ex	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	273,504.03
(670)	H	113.44	116.86	120.34	123.95	127.69	131.53
	O	170.160	175.290	180.510	185.925	191.535	197.295
GRADE 36A	Ex	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	283,076.65
(67A)	H	117.39	120.92	124.54	128.29	132.13	136.10
	O	176.085	181.380	186.810	192.435	198.195	204.150